

# AGENDA

## Fairfax County Board of Supervisors

### Human Services Committee

September 29, 2015

1:00 pm – 3:00 pm

Government Center Room 9/10

Meeting called by Supervisor Hudgins

**Attendees:** Fairfax County Board of Supervisor

**Please read:** Handouts will be provided at the meeting

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**1:00 – 1:45**

**Report out from Sexual Violence Task Force**

Kathleen Kelmelis, OFWDSVS

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**1:50 – 2:05**

**Report out on Initial Implementation of the LAP**

Multi-Agency Coordinating Team:

Sandy Bromley, OFWDSVS

Det. Jacquelynn Smith, FCPD

Yolanda Thompson, OFWSDVS

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**2:10 – 2:50**

**Diversion and State Initiatives for Juveniles Involved in Court Services**

Bob Bermingham, JDRDC

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**2:55 – 3:00**

**Questions**

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# Sexual Violence Task Force Report to Fairfax County Board of Supervisors

September 29, 2015

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# Background

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- ▶ Board Matter on December 2, 2014, directed staff to work with FCPS to “assess and summarize current efforts to educate [on] and prevent cases of sexual assault.”
- ▶ NIP submitted in March looked at curriculum of FCPS Family Life Education, examined correlations from the Fairfax County Youth Survey around sexual violence issues and negative behaviors, discussed work being done on George Mason University campus, and highlighted state and national proposed legislative efforts, especially around college campus sexual assault.
- ▶ Report also outlined plans for the creation of a Sexual Violence Task Force to develop ideas to educate students in response to the BOS’ charge to find ways “to change the culture of acceptance and apathy toward sexual assault.”

# Background

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- ▶ Plan for the Sexual Violence Task Force was “to address the issue of sexual assault and the needs of our community. Representatives of those who have a stake in creating a culture of healthy sexual behavior among our youth would include representatives of FCPS, partners from local colleges and universities, the Office for Women & Domestic and Sexual Violence Services, Fairfax County Police Department including the Victim Services Section, Fairfax County Prevention Coordinator, Teen Centers, faith communities, and others to develop reasonable and achievable goals that build on local, statewide, and national work and best practices.”

# Sexual Violence Task Force Members

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- ▶ **Kathleen Kelmelis**, Workgroup Coordinator, Office for Women & Domestic and Sexual Violence Services
- ▶ **Jennifer McPherson**, Staff Assistant, Office for Women & Domestic and Sexual Violence Services
- ▶ **Terry Aliabadi**, Fairfax County Public Schools
- ▶ **Dede Bailer**, Fairfax County Public Schools
- ▶ **Ned Barnes**, Neighborhood & Community Services
- ▶ **Sandy Bromley**, Office for Women & Domestic and Sexual Violence Services
- ▶ **Chrissy Cunningham**, Neighborhood & Community Services
- ▶ **Rhiannon Duck**, Supervisor John Cook's Office
- ▶ **Sophia Dutton**, NCS/ Youth Survey
- ▶ **Sarah Freeman**, Office for Women & Domestic and Sexual Violence Services
- ▶ **Mike Gubesch**, Fairfax County Police Department
- ▶ **Joanna Hemmat**, Fairfax County Health Department
- ▶ **Katina Matthews**, Neighborhood & Community Services
- ▶ **Liz Payne**, Fairfax County Public Schools
- ▶ **Heather Sarmiento**, Office for Women & Domestic and Sexual Violence Services
- ▶ **Mary Ann Sprouse**, George Mason University/ WAVES
- ▶ **Yolanda Thompson**, Office for Women & Domestic and Sexual Violence Services
- ▶ **Jody Tompros**, Cornerstones/ Partnership for a Healthier Fairfax
- ▶ **Rev. Rob Vaughn**, Community of Faith UMC/ Faith Communities in Action
- ▶ **Jess Werder**, Office for Deputy County Executive, Pat Harrison

# Introduction to Recommendations

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- ▶ To change culture, the Task Force determined that we need to develop strategies to tackle behaviors at all points along the **sexual violence continuum**. Behaviors along the continuum can start with sexist comments, move through verbal harassment and exposure, and end with sexual assault and even death.
- ▶ To change culture, the Task Force determined we must engage the community as agents of change to ensure prevention and educational programs are offered throughout the community, every victim has access to advocacy and support, and perpetrators are held accountable for their actions.

# Introduction to Fairfax County Change Framework

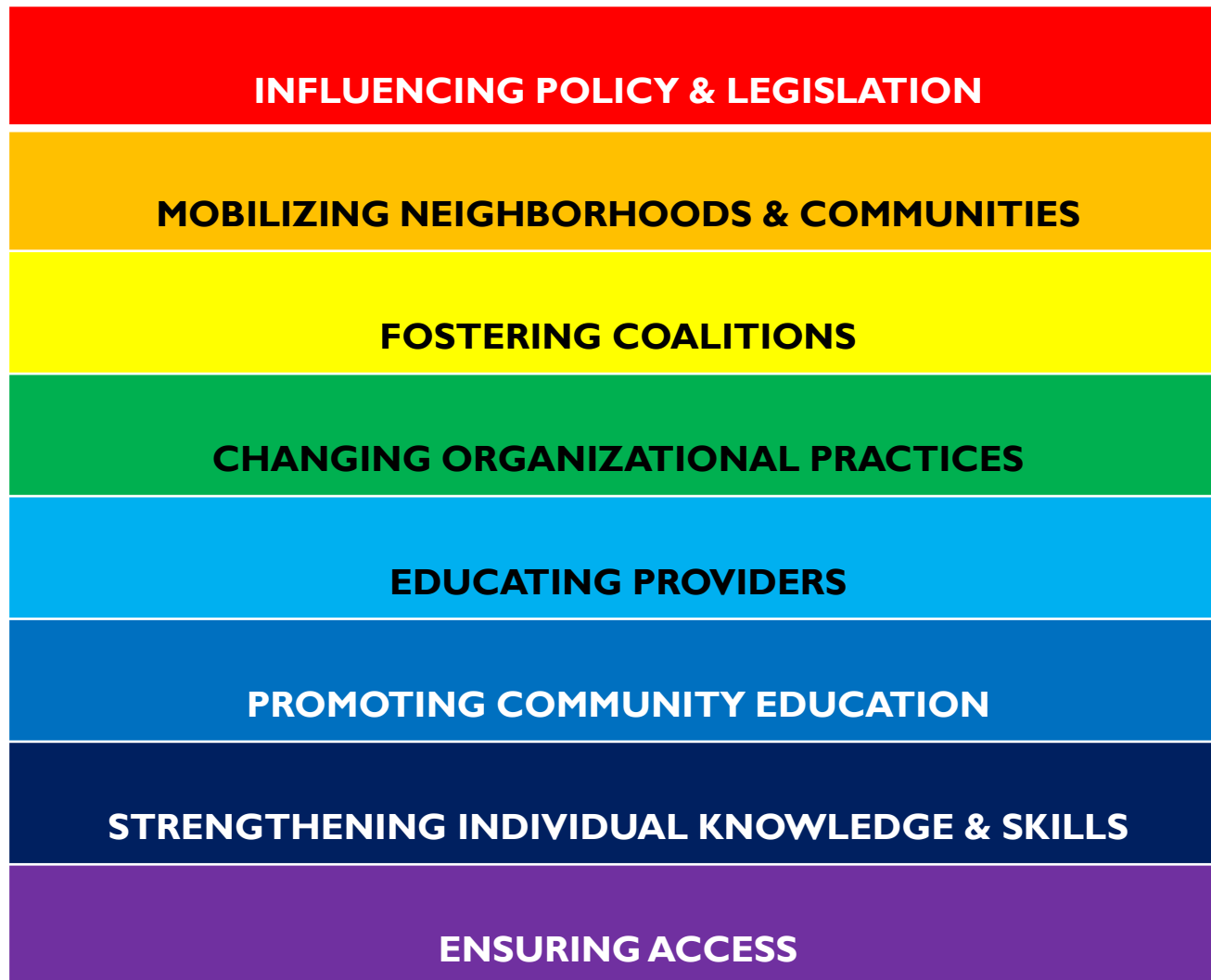
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- ▶ To change culture, we must use proven principles for prevention work. Focusing on community education, mobilization, and legislation the **Fairfax County Change Framework** was adopted as the framework in which the Task Force would make its recommendations.
- ▶ The Fairfax County Change Framework is a systemic tool that promotes a multifaceted range of activities for effective prevention programming by promoting a comprehensive understanding of prevention and encouraging strategic synergy that will produce greater effectiveness.



# Fairfax County Change Framework

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# Recommendations:

## Overarching

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- ▶ ***By February 2016***, establish a Sexual Violence Curriculum Workgroup.
  - ▶ Evaluate and recommend curricula that could be used within the Fairfax County Public Schools and with other partners.
- ▶ ***By July 2016***, establish a position to facilitate the coordination of sexual violence organizations and services.
  - ▶ Develop and facilitate new county-wide sexual violence coordinating team;
  - ▶ Evaluate, recommend, and assist with implementation of messaging campaigns; and
  - ▶ Serve as a point-of-contact in the community for issues related to sexual violence.

# Recommendations: Ensuring Access

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Goal: Advance equity through the creation and sustainability of meaningful access to prevention and education curricula, intervention services, and the justice system.

## Strategies:

- ▶ Reduce and eliminate barriers to programs and interventions.

# Recommendations: Strengthening Individual Knowledge & Skills

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Goal: Equip community members with knowledge and skills to prevent, intervene, and eliminate all behaviors on the continuum of sexual violence in our communities.

## Strategies:

- ▶ ***By November 2016***, adopt evidence-based or promising practices curricula that include strategies that target victims, perpetrators, and by-standers.
- ▶ ***Beginning in January 2017***, educate youth on concepts that promote the prevention and understanding of the dynamics of sexual wellness and sexual violence including healthy relationships, consent, and personal accountability.

# Recommendations:

## Promoting Community Education

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Goal: Create clear and consistent messaging that promotes equality and healthy relationships in order to create new social norms and prevent all forms of sexual violence.

### Strategies:

- ▶ ***By January 2017***, adopt messaging that can be incorporated into education and public awareness strategies.
  - ▶ Engage youth already working in the community to promote this message, such as Anjali Khanna, a student at Thomas Jefferson high school, who developed the “Stand Against Silence” campaign.

# Recommendations: Educating Providers

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Goal: Provide ongoing, evidence-based professional development opportunities that foster best practices in the prevention, identification, intervention, and response to sexual violence in our community.

## Strategies:

- ▶ **By September 2016**, identify partners in the community to receive trainings tailored to their needs for how they respond to victims and perpetrators of sexual violence.
- ▶ **By January 2017**, increase the awareness and capacity of organizations not commonly considered at the forefront to address sexual violence in their work.

# Recommendations: Changing Organizational Practices

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Goal: Increase awareness and capacity of county agencies, businesses, faith-based, non-profit, and community organizations to implement policies and procedures that shift social norms and work to prevent and eliminate sexual violence.

## Strategies:

- ▶ ***Beginning March 2017***, connect with, provide training for, and build capacity of members of the community to engage their organizations.
- ▶ ***Annually***, review and analyze data provided by the Fairfax County Youth Survey.

# Recommendations:

## Fostering Networks & Coalitions

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Goal: Develop ongoing and sustainable collaboration and communication among community partners in an effort to prevent, intervene, and eliminate sexual violence across the continuum.

### Strategies:

- ▶ **By November 2016**, the person in the sexual violence coordination position recommended earlier will develop a plan to create a county-wide team to focus on sexual violence prevention, intervention, and coordination.



# Recommendations:

## Mobilizing Neighborhoods & Communities

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Goal: Empower community leaders and organizations to engage their communities in education, mobilization, and legislative efforts to prevent, intervene, and eliminate sexual violence.

### Strategies:

- ▶ ***By January 2017***, identify and engage community leaders to serve as role models in their communities. Provide training and support that meets their needs as identified by the community and its leaders.

# Recommendations: Influencing Policy & Legislation

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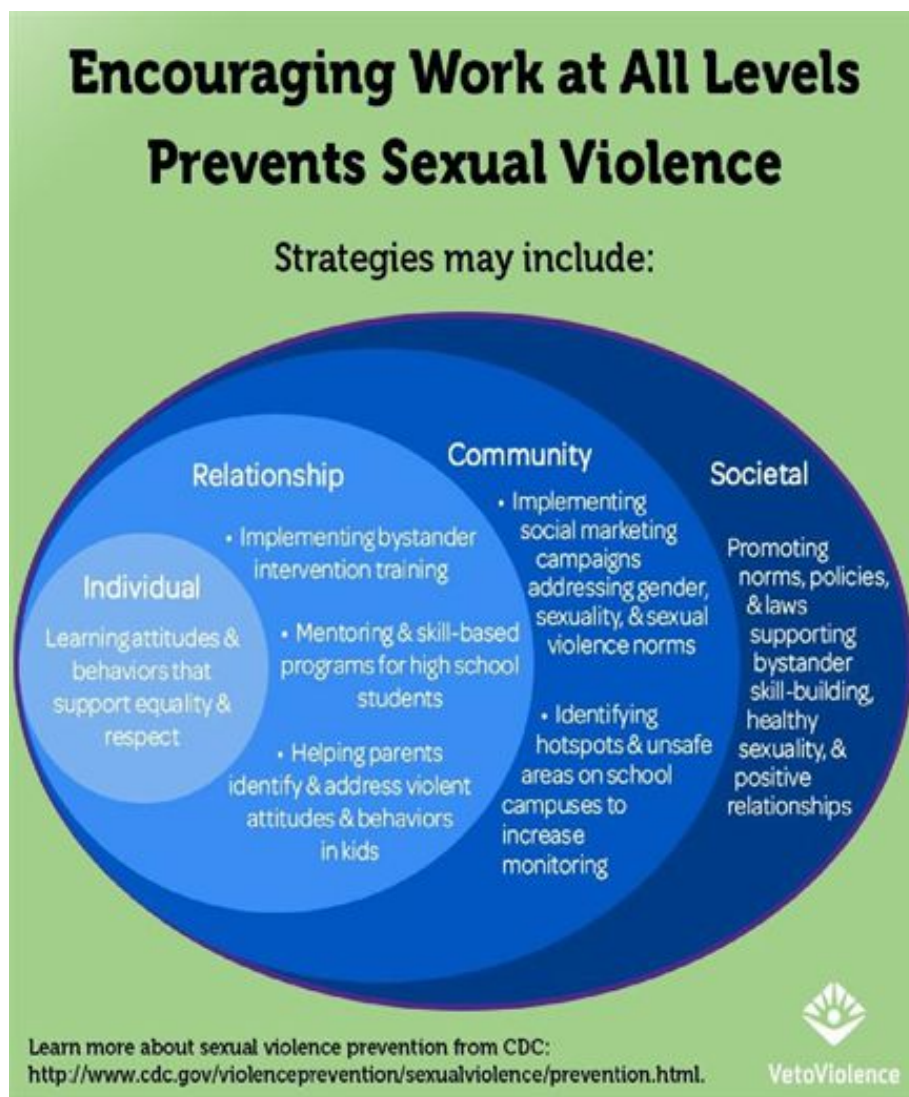
Goal: Champion sexual violence legislative and policy change at local, state, and federal levels.

## Strategies:

- ▶ **By September 2015**, support all state efforts to allocate additional funding to sexual violence intervention and prevention work.
- ▶ **By January 2017**, encourage agencies and organizations involved in sexual violence response work to identify someone(s) in their agency to be aware of current legislative issues that would affect sexual violence survivors or perpetrators.
- ▶ **By January 2017**, review existing legislation and, if appropriate, suggest and support changes through the legislative process.

# Conclusion

All prevention work ultimately strives to change behavior. Behavior is complex and influenced by both **individual** factors, that is personal beliefs, motivations, knowledge, skills, and expectations, and **environmental** factors, such as family, cultural norms, neighborhoods, social groups, and public policy. If we are to make lasting and substantial changes we must address all of these in order to change a “culture of apathy and acceptance” around sexual violence.



Sexual Violence Task Force  
Report to the Board of Supervisors  
September 25, 2015

## **Sexual Violence Task Force Report of Recommendations**

### **Background:**

On December 2, 2014, the Board of Supervisor (BOS) directed staff to work with Fairfax County Public Schools (FCPS) to “assess and summarize current efforts to educate [on] and prevent cases of sexual assault” and to “develop ideas on how to work together to increase awareness and educate students about sexual assault in order to change the culture of acceptance and apathy toward such assaults”.

In response to the Board’s directive, on March of 2015, a memo to the Board of Supervisors provided information on the FCPS Family Life Education, examined correlations from the Fairfax County Youth Survey around sexual violence issues and negative behaviors, discussed work being done on George Mason University campus, and highlighted state and national proposed legislative efforts, especially around college campus sexual assault. It also outlined plans for the creation of a Sexual Violence Task Force to develop ideas to educate students in response to the BOS’ charge to find ways “to change the culture of acceptance and apathy toward sexual assault.”

The Sexual Violence Task Force was created in March with representatives from FCPS, partners from local colleges and universities, the Office for Women & Domestic and Sexual Violence Services, Fairfax County Police Department, Fairfax County Health Department, Fairfax County Prevention Coordinator, Teen Centers, faith communities, and others to develop reasonable and achievable goals that build on local, statewide, and national work and best practices

Prevention should be the cornerstone for the long-term changes needed to create and reinforce norms of respect, safety, and healthy relationships. The Task Force’s recommendations are rooted in a view of sexual violence issue that requires a comprehensive approach based on the Spectrum of Prevention model, which includes individual, institutional, and community strategies. The recommendations are derived from the input we received from campus and community partners, research on sexual violence, and best practices.

Several of the recommendations are intended to strengthen and refine policies and practices that already exist, while others will require a significant effort to build community capacity and partnerships, as well as make community changes to expand prevention and programming activities. To fully implement the recommendations and work toward lasting change, resources will be needed to provide the dedicated coordination necessary.

## **INTRODUCTION TO RECOMMENDATIONS**

In Fairfax County, much like the rest of the country, we often see a culture of acceptance and apathy around sexual violence. The **Sexual Violence Continuum** (*see attachment #1*) shows a progression of activities, both legal and illegal, that details unwanted, forced, or coerced sexual activity, including rape, incest, sexual abuse, sexual harassment, voyeurism, and others. In understanding the Continuum, we create programs, interventions, and policies that seek to change the culture of acceptance and apathy and replace it with a culture where we can address and prevent sexual violence. By engaging the community as agents of change, we ensure that every victim has access to advocacy and support; perpetrators are held accountable for their actions; and prevention and educational programs are offered throughout the community.

The Task Force recommendations are structured within the **Fairfax County Change Framework** (*see attachment #2*) that is based on the Spectrum of Prevention's proven principles for effective prevention programming and which has been adopted in Fairfax County around prevention and public health work. The strategies detailed within this framework focus on community **education, mobilization, and legislation**. Implementing the County-wide Sexual Violence Task Force recommendations will take time, planning, commitment, and funding. Changing social norms takes all of this, but in the end, if our youth are living safer and healthier lives, then the efforts will have been worthwhile.

## **RECOMMENDATIONS**

Two recommendations encompass all of the work and initiatives recommended. Both are vital if we are to develop, implement, have accountability, and maintain a framework in which our work as a community around sexual violence issues can continue.

### **(1) By February 2016, establish a Sexual Violence Curriculum Work Group.**

The Task Force recommends the creation of a Sexual Violence Curriculum Work Group to evaluate and recommend curricula that could be used within the Fairfax County Public Schools and with other partners. This work group will include representatives of many of the organizations represented on the current sexual violence task force.

### **(2) By July 2016, establish a position to facilitate the coordination of sexual violence organizations and services.**

The Task Force recommends a permanent position be created to oversee the coordination of sexual violence services in the County. Although no funding has been allocated and a position has not been identified, the creation of this position (tentatively titled *Sexual Violence & Human Trafficking Policy & Prevention Specialist*) is already part of the approved workforce plan for the Office for Women & Domestic and Sexual

Violence Services. The addition of this position would ensure focused and sustained efforts to create a community free of sexual violence. This position will:

- Develop and facilitate a new county-wide sexual violence coordinating team;
- Evaluate, recommend, and assist with the implementation of messaging campaigns; and
- Serve as a point-of-contact for issues related to sexual violence.

### **(3) Recommendations within Change Framework**

- **ENSURING ACCESS**

***Goal: Advance equity through the creation and sustainability of meaningful access to prevention and education curricula, intervention services, and the justice system.***

**Strategies:**

- Reduce and/or eliminate barriers to programs and interventions.

- **STRENGTHENING INDIVIDUAL KNOWLEDGE AND SKILLS**

***Goal: Equip community members with knowledge and skills to prevent, intervene, and eliminate all behaviors on the continuum of sexual violence in our communities.***

**Strategies:**

- ***By November 2016***, adopt evidence-based or promising practices curriculum/a. Curricula must include strategies that deal with victims, perpetrators, and bystanders. Curricula must include goals and outcome measures that will allow us to monitor and track change. *(See attachment #3)*
- ***Beginning in January 2017***, educate youth on concepts that promote the prevention and understanding of the dynamics of sexual wellness and sexual violence including healthy relationships, consent, and personal accountability.
  - Create opportunities to leverage Fairfax County Public Schools curricula, including sharing model curriculum that addresses sexual violence and sexual wellness issues with private and parochial schools.
  - Engage youth beyond Fairfax County Public Schools through teen centers, SACC, and other County programs to offer prevention and awareness trainings.

- Engage public and private organizations, such as Girls on the Run, Girls and Boy Scouts, and others to offer prevention and awareness training to their participants.

- **PROMOTING COMMUNITY EDUCATION**

**Goal:** *Create clear and consistent messaging that promotes equality and healthy relationships in order to create new social norms and prevent all forms of sexual violence.*

**Strategies:**

- ***By January 2017***, adopt messaging that can be incorporated into education and public awareness strategies. Ensure strategies are accessible to all. (See attachments #4 and #5)
  - Engage youth in the community already working to promote this message, such as the “Stand Against Silence” campaign developed by Anjali Khanna of Thomas Jefferson High School.

- **EDUCATING PROVIDERS**

**Goal:** *Provide ongoing, evidence-based professional development opportunities that foster best practices in the prevention, identification, intervention, and response to sexual violence in our community.*

**Strategies:**

- ***By September 2016***, identify partners in the community such as health care providers, school personnel, law enforcement, agencies engaged in victim support, criminal justice, Title IX coordinators, coaches of sports teams, and others to receive trainings tailored to their needs in how they respond to victims of sexual violence victims and perpetrators.
- ***Beginning January 2017***, increase the awareness and capacity of organizations such as faith communities, neighborhood organizations, community centers, and others to address sexual violence.

- **CHANGING ORGANIZATIONAL PRACTICES**

**Goal:** *Increase awareness and capacity of county agencies, businesses, faith-based, non-profit, and community organizations to implement policies and procedures that shift social norms and work to prevent and eliminate sexual violence.*

**Strategies:**



- ***Beginning March 2017***, connect with, provide training for, and build capacity of members of the community to engage their organizations.
- ***Annually***, review and analyze data provided by the Fairfax County Youth Survey.
- Ensure all programs are accessible and available to all community members.

- **FOSTERING COALITIONS AND NETWORKS**

**Goal:** *Develop ongoing and sustainable collaboration and communication among community partners in an effort to prevent, intervene, and eliminate sexual violence across the continuum.*

**Strategies:**

- ***By November 2016***, The sexual violence coordination position recommended earlier in this report develop a plan to create a county-wide team to focus on sexual violence prevention, intervention, and coordination.

- **MOBILIZING NEIGHBORHOODS AND COMMUNITIES**

**Goal:** *Empower community leaders and organizations to engage their communities in education, mobilization, and legislative efforts to prevent, intervene, and eliminate sexual violence.*

**Strategies:**

- ***By January 2017***, identify and engage community leaders to serve as roles models in their communities. Provide training and support that meets their needs as identified by the community and its leaders.

- **INFLUENCING POLICY AND LEGISLATION**

**Goal:** *Champion sexual violence legislative and policy change at local, state, and federal levels.*

**Strategies:**

- ***By September 2015***, support all state efforts to allocate additional funding to sexual violence intervention and prevention work.
- ***By January 2017***, encourage agencies and organizations involved in sexual violence response work to identify someone(s) within the agency to be aware of current legislative issues that would affect sexual violence survivors or perpetrators.

- ***By January 2017***, review existing legislation and, if appropriate, suggest and support changes through the legislative process.

# THE SEXUAL VIOLENCE CONTINUUM

## DEATH

### RAPE

Many survivors of sexual violence are orally, vaginally, or anally penetrated. This type of sexual violence may or may not include other types of physical violence.

### SEXUAL ASSAULT/ABUSE

Often sexual assault survivors are not penetrated but are forced to engage in sexual acts. They may also be forced to watch others do so or watch pornography.

### SEXUAL HARASSMENT

This type of sexual violence is a pattern of unwanted or uninvited sexual attention that is aimed at coercing someone to do or act in a way the harasser wants. This may include verbal and/or physical acts.

### UNWANTED SEXUAL TOUCH

This type of sexual violence is blatant or implicated touching in a sexual manner. This may include: fondling, grabbing of sexual body parts, and forced or coerced kissing.

### INVASION OF SPACE

This type of sexual violence is perpetrated by violating a person's sense of safety in a sexual context. This may include jokes, catcalls, obscene phone calls, leering at a sexual body part, "accidentally" rubbing up against someone, and voyeurism.

### INDIVIDUAL BELIEF SYSTEM THAT JUSTIFIES AGGRESSION

This is the way people think about sexual norms and gender roles. This may include beliefs such as the notion that if one buys the other dinner the other person "owes" them sex, or the belief that only men can initiate sexual activity.

### SOCIAL NORMS of ENTITLEMENT

Social norms are accepted behaviors, attitudes and beliefs that create an environment in which all individuals are not treated equally. These norms allow a person or group to have power over another. Violence is an act of taking away someone's power and it can only occur when social norms allow power differences between people. Some social norms include: portraying women and children as sexual objects versus full human beings, believing in strict gender or racial stereotyping, believing that victims are responsible for their own victimization.

## WHAT IS SEXUAL VIOLENCE?

Sexual Violence is any unwanted, forced, tricked or coerced sexual activity.

There are many different forms of sexual violence, such as rape, incest, date/acquaintance rape, sexual abuse, sexual harassment, unwanted sexual touching, voyeurism, and many others

## ROOTS OF SEXUAL VIOLENCE

There are many beliefs about why sexual violence occurs in our society. It is often seen as a criminal Justice problem, a public health or a social problem. It is all three and most of all it is a community problem.

The issue of why sexual violence occurs is very complicated. Yet it is clear that it occurs as a continuum of beliefs and actions. And at the base of the continuum are individual beliefs and social norms which allow sexual violence to occur.

The sexual violence continuum is an attempt to explain how our norms and beliefs allow for an environment where sexual violence can occur

# CONTINUUM OF SEXUAL AGGRESSION

Sexual assault is not an isolated act; it is on a continuum with (related to) other common events/activities, both illegal and legal.

Offenders may act out the whole continuum.

Although it may be unacknowledged or not experienced as distressful, most women have experienced some act that falls within this continuum.

The common denominator for this continuum is lack of respect.

Suggestive looks  
Sexist comments, jokes  
Verbal harassment  
Harassment  
Obscene phone calls  
Peeping  
Exposure  
Frottage  
Sexual Assault  
Aggravated Sexual Assault  
Sexual Assault/Murder

## MODEL PREVENTION CURRICULA

Prevention strategies have the goal of decreasing the perpetration of violence and therefore decreasing the number who are victimized. Any prevention strategy should address factors at each level – individual, relationship, community, and society – that influence sexual violence. The most common prevention strategies currently focus on the victim, the perpetrator, and by-standers. Strategies with victims include, knowledge, self-awareness, and risk reduction techniques. Strategies aimed at perpetrators attempt to change behaviors and attitudes. The goal of bystander prevention strategies is to change societal norms toward sexual violence and to empower people to intervene to prevent the occurrence of violence.

**The Center for Disease Control and Prevention (CDC) recommends 4 effective and promising programs:**

- **Safe Dates** ([www.nrepp.samhsa.gov/ViewIntervention.aspx?id=141](http://www.nrepp.samhsa.gov/ViewIntervention.aspx?id=141))
  - Intended Audience: Males and females in grades 8 & 9
  - Focus: Preventing initiation of emotional, physical, and sexual abuse in adolescent dating relationships
  - Goal: To change adolescent dating violence and gender-role norms; improve peer helping/bystander intervention; promote victim and perpetrator beliefs in needing help and seeking help through community resources
- **Shifting Boundaries** ([www.crimesolutions.gov/ProgramDetails.aspx?ID=226](http://www.crimesolutions.gov/ProgramDetails.aspx?ID=226))
  - Intended Audience: Male and female middle school students
  - Focus: Increase awareness; promoting positive social attitudes; promoting bystander intervention
  - Goal: To reduce the incidence and prevalence of dating violence and sexual harassment
- **Coaching Boys into Men** (<http://www.futureswithoutviolence.org/engaging-men/coaching-boys-into-men/>)
  - Intended Audience: Male high school athletes and their coaches
  - Focus: Dating violence prevention using relationships between high schools athletes and coaches
  - Goal: To change social norms and behaviors
- **Bringing in the Bystander** (<http://cola.unh.edu/prevention-innovations/bystander-overview>)
  - Intended Audience: Male and female college students
  - Focus: Bystander education and training
  - Goal: To increase a sense of responsibility for creating change around sexual violence in one's community and to personally commit to a role in decreasing sexual violence

### Other recommended programs

- **Choose Respect** (<http://www.chooserespect.org>)
  - Intended audience: Ages 11-14
  - Focus: Developing healthy relationships to prevent dating abuse
  - Goal: Encourage teens to form healthy, respectful relationships and to form positive, healthy attitudes about their relationships with other
- **Mentors in Violence Prevention (MVP)** (<http://www.mvpstrat.com/>)
  - Intended audience: Student athletes, student leaders, coaches, educators, school staff, staff of community service providers, and professional athletes
  - Focus: Raise awareness about the level of men's violence against women
  - Goal: To effect community change by changing social norms that often underlie acts of harassment, abuse, or violence.
- **Tough Guise** ([http://www.mediaed.org/assets/products/211/studyguide\\_211.pdf](http://www.mediaed.org/assets/products/211/studyguide_211.pdf))
  - Intended audience: Grades 6-12, ethnically-diverse and mixed gender
  - Focus: Examines the relationship between pop-cultural imagery and social construction of masculine identity
  - Goal: To create an environment of acceptance, responsibility, and awareness
- **Teen Exchange, Metropolitan Organization to Counter Sexual Assault**  
([http://www.mocsa.org/srv\\_ythd.php](http://www.mocsa.org/srv_ythd.php))
  - Intended audience: Groups of single-sex, middle school-aged youth
  - Focus: Identifying and developing healthy relationships and preventing sexual violence
  - Goal: To increase awareness and understanding around healthy relationships
- **Teen PEP (Peers Educating Peers)** (<http://www.teenpep.org/index.cfm>)
  - Intended audience: Males and females, aged 12-18 years
  - Focus: Comprehensive sexual health programs that utilize peer-to-peer education to increase knowledge, attitudes, skills, and behaviors associated with healthy decision-making; training available for youth, parents, educators, and community members
  - Goal: To foster positive attitudes toward sexuality and to encourage respect and acceptance
- **Do You**  
(<http://storage.cloversites.com/virginiasexualdomesticviolenceactionalliance/documents/DO%20YOU-Building%20Youth%20Resilience%20Through%20Creative%20Expression.pdf>)
  - Intended audience: Ages 13-16 years, same gender groups
  - Focus: Building youth resilience through creative expression in 10 sessions
  - Goal: Build compassion; model fairness and equality; increase media literacy; learn about healthy sexuality; learn effective communication skills

## **MESSAGING**

When planning for messaging around sexual violence prevention issues, the National Sexual Violence Resource Center (NSVRC) states that basic messaging should be used to help the public see that sexual violence is a social problem. Effective messaging can combat misconceptions around this issue. The strategy of the messaging can change over time to reflect changes in the audience. For example, some audiences may need more general messages around raising awareness while with other groups might benefit from a more targeted message related to concepts like bystander intervention and consent. NSVRC recommends keeping the following in mind:

### **Reflect the language of the target audience**

- Identify and understand who your target audience is in terms of diversity education, culture, knowledge, and experience. Your audience needs to identify with the message.

### **Speak to the audience's core values**

- Determine the message and try to speak to the core values of the audience. They are then more likely to support the message. With a community program, for example, the message could be that preventing sexual violence creates healthier individuals, families, and communities.

### **State facts and statistics**

- In stating facts, you can stay away from restating myths. When an audience is presented with evidence debunking a myth, they will remember the myth and not the fact you were trying to get across.
- Factual evidence helps to reinforce your message.

### **Use a positive message**

- Messages should be positive, nonbiased, and emotionally compelling.
- People want to hold onto something hopeful and be part of the solution.

### **Be action oriented and offer solutions**

- Provide options for what people can do. They want to feel involved and be part of the solution.
- Offer a menu of options so people can choose what works for them in terms of time, expertise, and comfort level.

**Tell a story**

- Telling a whole story that is short and concise helps get a message across in way that is more easily remembered.

**Promote positive social norms**

- Promoting equality, safety, respect, and intolerance of violence can prevent sexual violence. Convey message about healthy behavior to challenge unhealthy or damaging behaviors.

**Link sexual violence to oppression**

- Sexual violence, like other forms of interpersonal violence, is about power and control. Linking sexual violence to other forms of oppression helps to illustrate the cyclical relationship that exists between systems of oppression and the reinforcement of undesirable social norms.

**Present sexual violence as a community problem, not an individual problem.**

- The public generally believes that sexual violence is an individual problem affecting individual people and occurs because of the actions of individual people. In reality, sexual violence is a community problem that impacts everyone and, through changes in societal norms , it can be prevented.

**Do not underestimate the power of social media**

- Especially for young people, social media networks such as Facebook, Twitter, Pinterest, Instagram, and many others reach a wide audience. Tap into this network to promote your message.



### EXAMPLES OF MESSAGING CAMPAIGNS ALREADY BEING USED

Keeping in mind the attributes that mark an effective messaging campaign, it is important that public and private organizations and agencies partner in providing consistent, clear, and positive messaging that speaks to the community's values of equality, respect, and responsibility. A consistent vocabulary must be used for messaging, advertising, and community education. Definitions should be clear, concise, and understandable. Additionally, the same terminology should be used throughout programs and presentations and should be adapted for age, gender, and language.

- **"It's On Us,"** a campaign supported by the White House and over 85 partners including sports, colleges, businesses, and non-profit advocacy groups. Includes logo that can be adapted to individual partners, a toolkit for using the campaign in your community, and PSAs. Focus is on consent and respect. <http://itsonus.org>
- **"No More,"** a unifying symbol and campaign to raise public awareness and engage bystanders around ending domestic violence and sexual assault. Launched in March 2013 by a coalition of leading advocacy groups, service providers, the U.S. Department of Justice, and major corporations, NO MORE is supported by hundreds of national and local groups and by thousands of individuals, organizations, universities, and communities who are using its signature blue symbol to increase visibility for domestic violence and sexual assault. <http://nomore.org>
- **"Start by Believing"** is a public awareness campaign designed by End Violence Against Women International (EVAWI) to change the way we respond to rape and sexual assault in our communities. Materials, a toolkit, and supports for launching a *Start By Believing* campaign in a community are accessible through the website. <http://startbybelieving.org>
- **"Teach Early"** and **"Coaching Men into Boys,"** is a partnership between national nonprofit Futures Without Violence and the Ad Council. Their focus is positive role modeling, respect, and talking to kids about partner violence. Focusing primarily on boys working with male figures in their lives, such as fathers and coaches, these programs have tool kits for implementation, PSAs, and other support for bringing these campaigns into a community. <http://futureswithoutviolence.org>

- **“Stand Against Silence,”** a local program developed by Anjali Khanna of Thomas Jefferson High School for Science & Technology. Anjali believes that this generation of current high school age kids is going to be the generation who continues conversation on campus rape until it is no longer a problem. Anjali created “Stand Against Silence” to mobilize and energize high school students. <http://standagainstsilence.org>
- **“Backbone Zone,”** an awareness campaign aimed at middle and high school aged students from the Maine Coalition Against Sexual Assault that is an innovative approach to bystander intervention, and is about helping people recognize the actions that everyone can take to change the world they live in. “Backbone Zone” encourages youth to speak up against sexist and homophobic speech. <http://backbonezone.com>

## **INTRODUCTION TO RECOMMENDATIONS**

In Fairfax County, much like the rest of the country, we often see a culture of acceptance and apathy around sexual violence. The **Sexual Violence Continuum** (*see attachment #1*) shows a progression of activities, both legal and illegal, that details unwanted, forced, or coerced sexual activity, including rape, incest, sexual abuse, sexual harassment, voyeurism, and others. In understanding the Continuum, we create programs, interventions, and policies that seek to change the culture of acceptance and apathy and replace it with a culture where we can address and prevent sexual violence. By engaging the community as agents of change, we ensure that every victim has access to advocacy and support; perpetrators are held accountable for their actions; and prevention and educational programs are offered throughout the community.

The Task Force recommendations are structured within the **Fairfax County Change Framework** (*see attachment #2*) that is based on the Spectrum of Prevention's proven principles for effective prevention programming and which has been adopted in Fairfax County around prevention and public health work. The strategies detailed within this framework focus on community **education, mobilization, and legislation**. Implementing the County-wide Sexual Violence Task Force recommendations will take time, planning, commitment, and funding. Changing social norms takes all of this, but in the end, if our youth are living safer and healthier lives, then the efforts will have been worthwhile.

## **RECOMMENDATIONS**

Two recommendations encompass all of the work and initiatives recommended. Both are vital if we are to develop, implement, have accountability, and maintain a framework in which our work as a community around sexual violence issues can continue.

### **(1) By February 2016, establish a Sexual Violence Curriculum Work Group.**

The Task Force recommends the creation of a Sexual Violence Curriculum Work Group to evaluate and recommend curricula that could be used within the Fairfax County Public Schools and with other partners. This work group will include representatives of many of the organizations represented on the current sexual violence task force.

### **(2) By July 2016, establish a position to facilitate the coordination of sexual violence organizations and services.**

The Task Force recommends a permanent position be created to oversee the coordination of sexual violence services in the County. Although no funding has been allocated and a position has not been identified, the creation of this position (tentatively titled *Sexual Violence & Human Trafficking Policy & Prevention Specialist*) is already part of the approved workforce plan for the Office for Women & Domestic and Sexual

Violence Services. The addition of this position would ensure focused and sustained efforts to create a community free of sexual violence. This position will:

- Develop and facilitate a new county-wide sexual violence coordinating team;
- Evaluate, recommend, and assist with the implementation of messaging campaigns; and
- Serve as a point-of-contact for issues related to sexual violence.

### **(3) Recommendations within Change Framework**

- **ENSURING ACCESS**

***Goal: Advance equity through the creation and sustainability of meaningful access to prevention and education curricula, intervention services, and the justice system.***

**Strategies:**

- Reduce and/or eliminate barriers to programs and interventions.

- **STRENGTHENING INDIVIDUAL KNOWLEDGE AND SKILLS**

***Goal: Equip community members with knowledge and skills to prevent, intervene, and eliminate all behaviors on the continuum of sexual violence in our communities.***

**Strategies:**

- ***By November 2016***, adopt evidence-based or promising practices curriculum/a. Curricula must include strategies that deal with victims, perpetrators, and bystanders. Curricula must include goals and outcome measures that will allow us to monitor and track change. *(See attachment #3)*
- ***Beginning in January 2017***, educate youth on concepts that promote the prevention and understanding of the dynamics of sexual wellness and sexual violence including healthy relationships, consent, and personal accountability.
  - Create opportunities to leverage Fairfax County Public Schools curricula, including sharing model curriculum that addresses sexual violence and sexual wellness issues with private and parochial schools.
  - Engage youth beyond Fairfax County Public Schools through teen centers, SACC, and other County programs to offer prevention and awareness trainings.

- Engage public and private organizations, such as Girls on the Run, Girls and Boy Scouts, and others to offer prevention and awareness training to their participants.

- **PROMOTING COMMUNITY EDUCATION**

**Goal:** *Create clear and consistent messaging that promotes equality and healthy relationships in order to create new social norms and prevent all forms of sexual violence.*

**Strategies:**

- ***By January 2017***, adopt messaging that can be incorporated into education and public awareness strategies. Ensure strategies are accessible to all. (See attachments #4 and #5)
  - Engage youth in the community already working to promote this message, such as the “Stand Against Silence” campaign developed by Anjali Khanna of Thomas Jefferson High School.

- **EDUCATING PROVIDERS**

**Goal:** *Provide ongoing, evidence-based professional development opportunities that foster best practices in the prevention, identification, intervention, and response to sexual violence in our community.*

**Strategies:**

- ***By September 2016***, identify partners in the community such as health care providers, school personnel, law enforcement, agencies engaged in victim support, criminal justice, Title IX coordinators, coaches of sports teams, and others to receive trainings tailored to their needs in how they respond to victims of sexual violence victims and perpetrators.
- ***Beginning January 2017***, increase the awareness and capacity of organizations such as faith communities, neighborhood organizations, community centers, and others to address sexual violence.

- **CHANGING ORGANIZATIONAL PRACTICES**

**Goal:** *Increase awareness and capacity of county agencies, businesses, faith-based, non-profit, and community organizations to implement policies and procedures that shift social norms and work to prevent and eliminate sexual violence.*

**Strategies:**

- ***Beginning March 2017***, connect with, provide training for, and build capacity of members of the community to engage their organizations.
- ***Annually***, review and analyze data provided by the Fairfax County Youth Survey.
- Ensure all programs are accessible and available to all community members.

- **FOSTERING COALITIONS AND NETWORKS**

**Goal:** *Develop ongoing and sustainable collaboration and communication among community partners in an effort to prevent, intervene, and eliminate sexual violence across the continuum.*

**Strategies:**

- ***By November 2016***, The sexual violence coordination position recommended earlier in this report develop a plan to create a county-wide team to focus on sexual violence prevention, intervention, and coordination.

- **MOBILIZING NEIGHBORHOODS AND COMMUNITIES**

**Goal:** *Empower community leaders and organizations to engage their communities in education, mobilization, and legislative efforts to prevent, intervene, and eliminate sexual violence.*

**Strategies:**

- ***By January 2017***, identify and engage community leaders to serve as roles models in their communities. Provide training and support that meets their needs as identified by the community and its leaders.

- **INFLUENCING POLICY AND LEGISLATION**

**Goal:** *Champion sexual violence legislative and policy change at local, state, and federal levels.*

**Strategies:**

- ***By September 2015***, support all state efforts to allocate additional funding to sexual violence intervention and prevention work.
- ***By January 2017***, encourage agencies and organizations involved in sexual violence response work to identify someone(s) within the agency to be aware of current legislative issues that would affect sexual violence survivors or perpetrators.

- ***By January 2017***, review existing legislation and, if appropriate, suggest and support changes through the legislative process.

# PREVENTING INTIMATE PARTNER HOMICIDE IN FAIRFAX COUNTY

**Sept 29, 2015**

*An Update on Implementation of the Lethality  
Assessment Program*



# History

2

- ❑ Domestic Violence Fatality Review Team
  - ❑ Intimate Partner Violence is a leading cause of homicide in our county
  - ❑ Homicide victims are not engaging with domestic violence services prior to their murders
- ❑ 2013 Annual Report recommendation:  
***“Develop and implement system-wide lethality screening and assessment tools for high-risk domestic violence and stalking cases”.***
- ❑ Endorsed by Domestic Violence Prevention, Policy, and Coordination Council (DVPPCC)

# History

3

- Fairfax County Police Department's workgroup selected the "Maryland Model Lethality Assessment Program"
- February 3, 2015: Lethality Assessment Program (LAP) Training-of-Trainers
  - 100 participants
- FCPD & Office for Women & Domestic and Sexual Violence Services trained all staff and our system partners from Feb – Jun 2015

# Lethality Assessment Program (LAP) – July 1, 2015

4

An easy-to-use process that features an **11-question lethality screening tool** and an accompanying **response and referral protocol**.

- **The screening tool is**

- an effective method that helps system professionals better identify victims of domestic violence who are at risk of being seriously injured or killed by their intimate partners (e.g. bond determinations)
- an educational tool for victims to recognize their level of risk for danger (serious re-assault or homicide)

# Lethality Assessment Program (LAP)

5

## The response and referral protocol

- provides high risk victims with critical safety planning, information and resources
- helps to link high risk victims, who are unlikely to seek services, to confidential, local community-based services immediately after the crime in order to move them along the stages of change toward safety
- empowers victims to take positive action to protect themselves and their children

# Goals & Benefits of LAP

6

- ❑ Better prediction & prevention of intimate partner homicides
  - ❑ Research validated; Consistent application
- ❑ Greater awareness of danger and lethality
  - ❑ For providers, in addition to victims
- ❑ Streamlined emergency shelter's intake process
- ❑ **Increased collaboration among system providers,** including providing common language when communicating about cases

# Fairfax County LAP Team

7

- LAP Team Coordinator  
**Capt. Ed O'Carroll** (FCPD)
- Artemis House  
**Dani Colón**
- Bethany House of Northern Virginia  
**Gayan Peart**
- County-wide DV Coordinator  
**Sandy Bromley**
- Fairfax County Police Department (FCPD)  
**Det. Jacqi Smith**
- FCPD's Victim Services Section  
**Saly Favez**
- Fairfax County Office for Women & Domestic and Sexual Violence Services (OFWDSVS)  
**Yolanda Thompson**
- OFWDSVS/Domestic Violence Action Center (DVAC)  
**Teresa Belcher**
- Office of the Commonwealth's Attorney  
**Stephanie Kelly**

# Initial Results (July – Aug 2015)

8

	July	August
Screens Administered by FCPD	115	101
Calls to LAP Line	65	52
Percent High-Danger	57%	51%

Fair Oaks: 9

Franconia: 19

Mason: 20

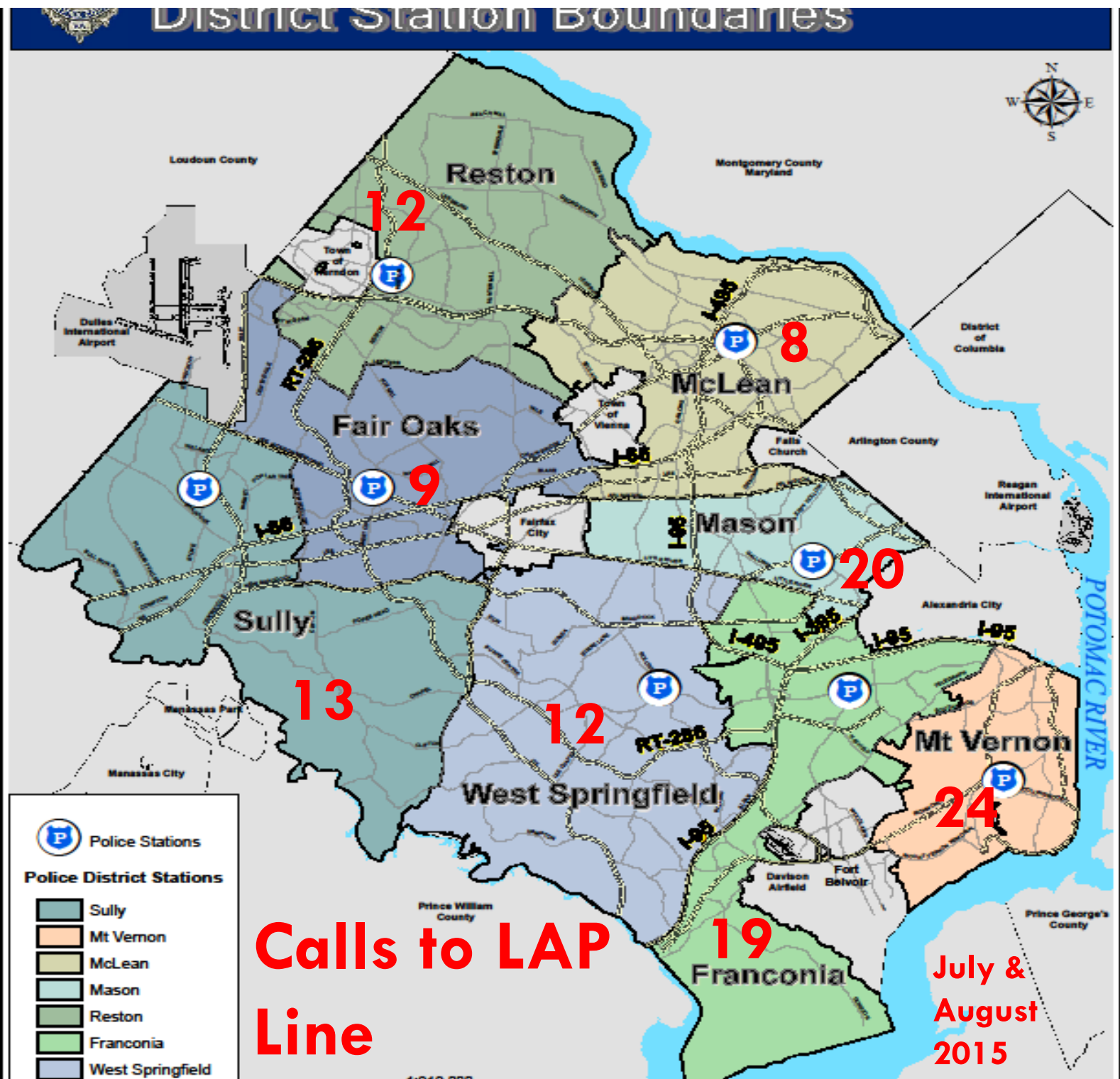
McLean: 8

Mt Vernon: 24

Reston: 12

Sully: 13

W Springfield:  
12





# Initial Results (July – Aug 2015)

10

- ☐ **Firearms:** *Does he/she have a gun or can he/she get one easily?*

**33% YES**

- ☐ *The presence of a gun makes it 5 times more likely domestic violence will turn into murder.*

# Initial Results (July – Aug 2015)

11

☐ **Strangulation:** *Has he/she ever tried to choke you?*

**64% YES**

- ☐ Nationally, 56% of femicide victims had previously been strangled.
- ☐ Temporary or permanent brain damage can occur in as little as 30 seconds.
- ☐ *Despite its lethality, strangulation may leave no visible injuries.*

# Initial Results (July – Aug 2015)

12

- ☐ **Stalking:** *Does he/she follow or spy on you or leave threatening messages?*

**55% YES**

- ☐ Nationally, 76% of femicide victims were stalked prior to murder.

# Initial Results (July – Aug 2015)

13

## □ **July:** 53 victims spoke with LAP Line Advocate (83%)

- 19 victims made appointment with DVAC
- 54 follow-ups made

## □ **August:** 45 victims spoke with LAP Line Advocate (87%)

- 21 victims made appointment with DVAC
- 49 follow-ups made

# Early Success

14

- Educating the justice system about high-danger cases

# Impact

15

- ❑ Increased demand for advocacy services
  - ❑ Community-based: DVAC/OFWDSVS
  - ❑ System-based: FCPD Victim Services Section
- ❑ Increased operational costs
  - ❑ FCPD: Cell phones for 1 400+ patrol officers
  - ❑ OFWDSVS: 2<sup>nd</sup> 24-hour Response Line (equipment, technology & personnel costs)
  - ❑ All: Language Line
- ❑ Capacity & geography of county's Emergency Shelter

# Next Steps

16

- Possible involvement of City of Fairfax and the Towns of Herndon and Vienna
- Continued implementation of lethality screening system-wide
  - Every point of entry for both victims and offenders

17

# THANK YOU!

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LAP Team Coordinator: Capt. Ed O'Carroll

[Eocarr@fairfaxcounty.gov](mailto:Eocarr@fairfaxcounty.gov)



## FAIRFAX COUNTY LETHALITY ASSESSMENT PROGRAM

In 2013, the Fairfax County Domestic Violence Fatality Review Team reported that domestic violence was a leading cause of homicide in our community, representing about half of all murders.

In their review of those homicides, the Team (with understanding that the ultimate responsibility for homicide lies with the offender) identified that each case provided opportunities for either professionals or community members to intervene prior to the murder and discovered that none of the victims of homicide had previously connected with domestic violence services. The Team, therefore, recommended Fairfax County agencies and their community partners:

### DEVELOP AND IMPLEMENT SYSTEM-WIDE LETHALITY SCREENING AND ASSESSMENT TOOLS FOR HIGH-RISK DOMESTIC VIOLENCE AND STALKING CASES.

In response to that recommendation, Fairfax County implemented the “Maryland Model Lethality Assessment Program” on July 1, 2015.

The **Lethality Assessment Program (LAP)** is a nationally recognized, **evidence-based** program with **demonstrated success** in **strengthening partnerships** between law enforcement and domestic violence service providers, **connecting victims of domestic violence with lifesaving services** and thereby **reducing domestic violence fatalities**.

THE LAP IS AN EASY-TO-USE PROCESS THAT FEATURES AN **11-QUESTION LETHALITY SCREENING TOOL** AND AN ACCOMPANYING **RESPONSE AND REFERRAL PROTOCOL**.

#### The screening tool is:

- an effective method that helps system professionals better identify victims of domestic violence who are at risk of being seriously injured or killed by their intimate partners (e.g., bond determinations)
- an educational tool for victims to recognize their level of risk for danger (serious re-assault or homicide)

#### The response and referral protocol:

- provides high risk victims with critical safety planning, information, and resources
- helps to link high risk victims, who are unlikely to seek services, to confidential, community-based services immediately after the crime in order to move them along the stages of change toward safety
- empowers victims to take positive action to protect themselves and their children

### Screening Questions

1. Has he/she ever used a weapon against you or threatened you with a weapon?
2. Has he/she threatened to kill you or your children?
3. Do you think he/she might try to kill you?
4. Does he/she have a gun or can he/she get one easily?
5. Has he/she ever tried to choke you?
6. Is he/she violently or constantly jealous or does he/she control most of your daily activities?
7. Have you left him/her or separated after living together or being married?
8. Is he/she unemployed?
9. Has he/she ever tried to kill himself/herself?
10. Do you have a child that he/she knows is not his/hers?
11. Does he/she follow or spy on you or leave threatening messages?

A “Yes” answer to any of the Questions 1 – 3 or a “Yes” answer to four of Questions 4 - 7 indicates a high risk case and triggers protocol.

## HOW IT WORKS IN FAIRFAX COUNTY

- Fairfax County Police Department (FCPD) officers and victim advocates from a variety of agencies were thoroughly trained prior to implementation.
- FCPD officers are equipped with the screening tool and use certain criteria to determine whether to use the tool with a victim (often when there is an arrest involving intimate partner violence).
- Upon administration of the screen, if the victim answers “Yes” to any of the Questions 1- 3 or “Yes” to four of Questions 4-11, the case is considered to be high-risk of danger and the protocol is triggered:
  - FCPD officer contacts the 24-Hour LAP Line, staffed by the Office for Women & Domestic and Sexual Violence Services (OFWDSVS).
  - FCPD officer and LAP Line Advocate encourages the victim to seek services and support.
  - Artemis House and Bethany House prioritize high risk victims who seek emergency shelter.
  - Within 24 hours of the LAP Line call, victim advocates from the Victim Services Section of FCPD, OFWDSVS, or the Domestic Violence Action Center contact the victim to conduct in-depth safety planning and ensure continued support and advocacy.

## GOALS & BENEFITS OF LAP

In Maryland, where the LAP originated, the incidence of domestic violence homicides has declined by an average of 34 percent over a five year period (2007-2012), a result directly attributable to use of the LAP. The primary goal of the Fairfax County LAP is also to better predict lethality risk and, ultimately, prevent domestic violence homicides.

Other goals and benefits of the LAP include:

- **Educating the justice system and victim advocates** about high-danger cases
- **Streamlining emergency shelter’s** intake process
- **Increasing collaboration among system providers**, including providing common language when communicating about cases.
  - The Fairfax County LAP Team (*membership listed in sidebar*) meets monthly to ensure effective implementation of the protocol.
- **Advancing the community’s awareness** of the prevalence and lethality risk of domestic violence in Fairfax County.

## CONTINUING EFFORTS

The Fairfax County Domestic Violence Fatality Review Team continues to encourage agencies and community groups across the county to learn the dynamics and risk factors of domestic violence and urge all individuals and families impacted by violence to seek help and get support.

**For more information and resources, call the 24-Hour Domestic & Sexual Violence Hotline at 703-360-7273.**

### Fairfax County LAP Team

Artemis House (Shelter House, Inc.)

Bethany House of Northern Virginia

Fairfax County Domestic Violence Action Center (DVAC)

Fairfax County Office for Women & Domestic and Sexual Violence Services

































































Fairfax County Office of the Commonwealth’s Attorney

Fairfax County Police Department (FCPD)

Victim Services Section of the FCPD
























































# FAIRFAX COUNTY LETHALITY ASSESSMENT PROGRAM'S CALLS

July 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1  7:05 p.m., Mt. Vernon	2  1:45 p.m., Franconia  1:30 p.m., Fair Oaks	3  Midnight; Sully  7 a.m., McLean  9:25 p.m., Fair Oaks	4  9:25 p.m., Fair Oaks
5  12:50 a.m., Mason  2:30 a.m., Mason  10:25 p.m., McLean	6  1:45 a.m., Sully  5:35 p.m., Sully  7:20 p.m., Reston	7  Midnight; Sully  11:15 a.m., Reston  9:50 p.m., Mt. Vernon	8  3:45 a.m., McLean  7:30 a.m., Fair Oaks  10:50 p.m., Franconia  11:15 p.m., Mason	9  5:40 a.m., Fair Oaks	10  10:30 a.m., Mason  9:15 p.m., Franconia	11  6:35 a.m., Franconia  2:25 p.m., Mason  5 p.m., Mt. Vernon
12 No Calls	13  10:10 p.m., Mt. Vernon  10:40 p.m., Mt. Vernon	14  5 a.m., Reston  9:10 p.m., Sully	15 No Calls	16  6:15 a.m., W. Springfield  11:05 p.m., Mason	17 No Calls	18  1:15 a.m., Reston  7:50 a.m., McLean  11:30 p.m., Mt. Vernon
19  12:15 p.m., Reston	20  12:35 a.m., Fair Oaks  2:15 a.m., Sully  2:15 a.m., Reston  8:20 p.m., Sully  11:30 p.m., Mt. Vernon  11:55 p.m., Reston	21 No Calls	22  4 p.m., Reston	23  5:55 a.m., W. Springfield  10:25 p.m., W. Springfield	24  8:50 a.m., Mason  6:50 p.m., Franconia  7:05 p.m., Mt. Vernon	25  3:45 a.m., Franconia  4 a.m., Franconia  2:15 p.m., W. Springfield  3:50 p.m., Mason  9:50 p.m., Mt. Vernon  10:35 p.m., Mt. Vernon
26  4:15 a.m., Mt. Vernon	27  1:40 a.m., W. Springfield  2 a.m., Fair Oaks  10:20 p.m., Mason	28 No Calls	29  11 a.m., Franconia  10:55 p.m., Franconia	30  12:20 p.m., Mt. Vernon  10:15 p.m., Mt. Vernon	31  12:50 a.m., Mason  1 a.m., McLean  4 a.m., Mason  8:40 p.m., Franconia  10:50 p.m., Sully	

# FAIRFAX COUNTY LETHALITY ASSESSMENT PROGRAM'S CALLS

August 2015

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1  3:10 p.m., W. Springfield
2  12:50 a.m., Mason  6:50 p.m., Reston	3  3:20 a.m., Fair Oaks  10:45 a.m., Mason  8:05 p.m., Mason	4  3:20 a.m., Sully  1 p.m., Mason  3:45 p.m., Mt. Vernon	5 No Calls	6 No Calls	7  1 a.m., Mt. Vernon  3:15 p.m., Reston  8:45 p.m., Sully	8  3:20 a.m., Mason
9 No Calls	10  4:40 a.m., Reston  2:35 p.m., W. Springfield  7:05 p.m., McLean  8:20 p.m., Mt. Vernon  8:45 p.m., Reston	11  a.m., Reston	12  4 p.m., Mt. Vernon  6:20 p.m., W. Springfield  11:10 p.m., W. Springfield	13 No Calls	14  2 a.m., Franconia  4:05 p.m., Franconia  10:25 p.m., Mason	15  5:40 p.m., Mt. Vernon  7:30 p.m., Franconia  9:30 p.m., Franconia
16  11:20 p.m., Mt. Vernon	17  11:15 p.m., Franconia	18  Midnight, Franconia	19  11:45 a.m., Sully  6:45 p.m., Franconia	20  Midnight, Fair Oaks  5:50 a.m., Mason  8:15 p.m., Mason	21  9:30 a.m., McLean  9:30 p.m., Sully  10:40 p.m., Mt. Vernon	22  12:10 a.m., Sully  1:20 p.m., Franconia
23  7:10 a.m., Sully  8:45 a.m., McLean  1:40 p.m., Mt. Vernon  5:30 p.m., W. Springfield	24  12:20 a.m., Mt. Vernon  11:45 p.m.,	25 No Calls	26 No Calls	27  11:10 a.m., Mt. Vernon	28  9:10 a.m., Fair Oaks  10:45 a.m., W. Springfield	29  3 p.m., Mason  3:30 p.m., W. Springfield
30  6 a.m., Mt. Vernon  11:30 a.m., Franconia  6:35 p.m., Mt. Vernon	31 No Calls					

**117 TOTAL LAP CALLS\***

*Average of 1.88 calls per day*

## LEGEND



= 1 CALL

\*The LAP Line received 123 total calls in July and August, however 6 of those calls (2 in July and 4 in August) were not intimate partner violence cases and therefore are not included in LAP statistics.

# **Fairfax County JDRDC Court Services Unit Juvenile Justice Diversion Programming**

**Presentation To:**

**Fairfax County Human Services Council**

**Robert A. Bermingham, Jr., Court Services Unit Director**

**September 29, 2015**

# Purpose and Intent of Juvenile Court Law §16.1-227

- *To divert from the juvenile justice system consistent with public safety, to the extent possible, those children who can be cared for or treated through alternative programs;*
- To provide judicial procedures to ensure fair hearing where rights are protected;
- To separate child from parents only when the child's welfare is endangered or it is in the interest of public safety and then only after consideration of alternatives to out-of-home placement which afford effective protection to the child, his family, and the community for the best interest of child or public safety;
- To protect the community by reducing incidents of delinquent behavior and to hold offenders accountable.

# Assumptions Underlying Diversion Policy

(or Why do diversion?)

- For low risk youth, diversion is more effective at addressing delinquent behavior than formal court processing
- Responses that occur closer to the time of the offense have more impact – three to four weeks vs three to four months
- Diversion is less costly than formal court processing freeing resources to deal with more serious offenders
- Diversion provides interventions in the “least restrictive environment” and with the least disruption to a youth’s regular connection to the community
- Successful diversion programming may help racial and ethnic disparities in the juvenile justice system
- Diversion **does not** mean that “nothing happens”
- Diversion programs **do** hold youth accountable for their behavior

# What does “diversion” mean?

- No formal court action is taken.
- Case is not sent to court for a judge to hear/adjudicate.
- No petition is filed.
- No criminal record or delinquency finding established  
- name removed from DJJ state system at age 21.
- Child accepts responsibility for their actions and is held accountable.



# Who qualifies for diversion?

- First time offenders (typically)
- Non-violent offenders
- Misdemeanor and minor felony offenses
- Status offenders
- Client must take responsibility
- Parents willing to hold the child accountable
- Offense does not pose significant threat to public safety
- No serious physical injury to the victim or significant restitution required

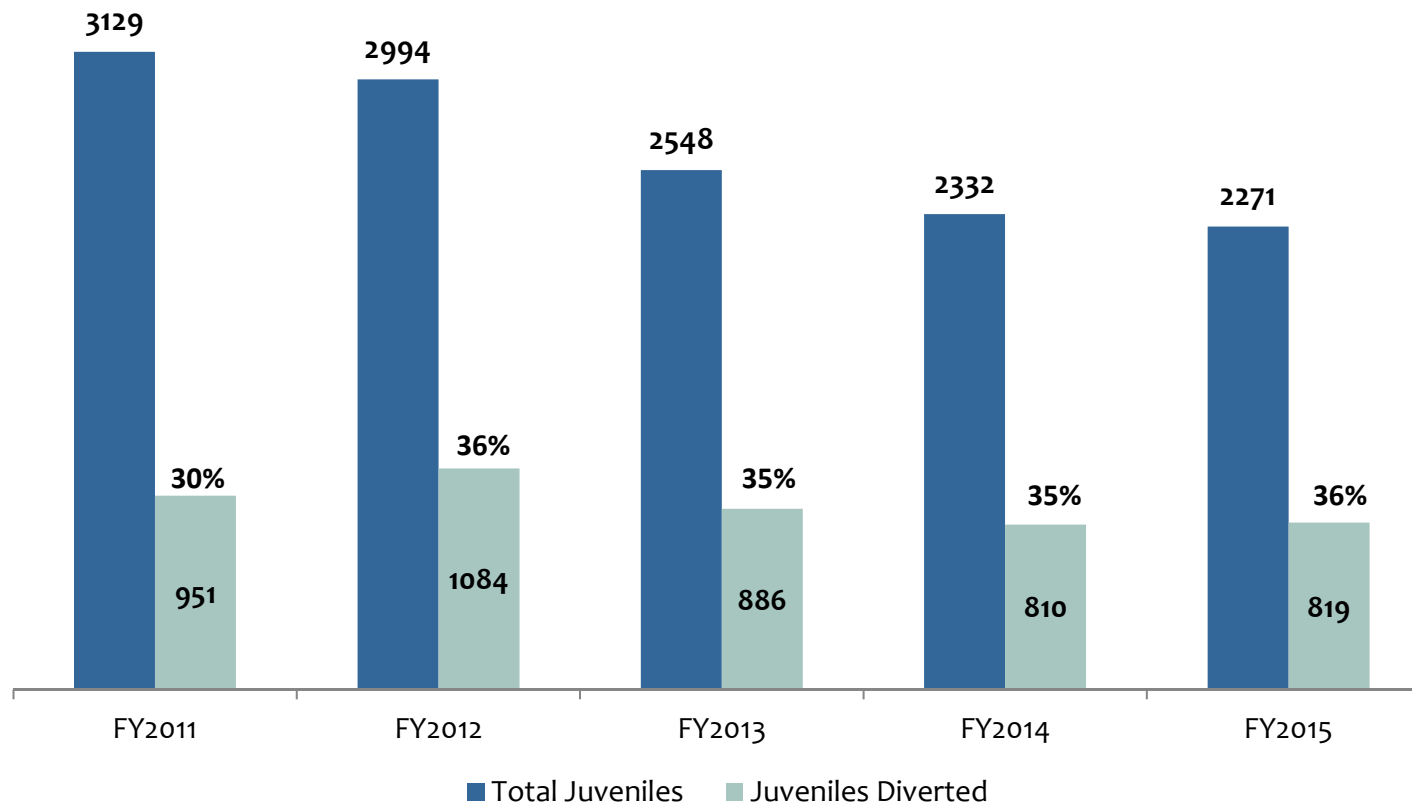
# What do we do when a case is diverted?

- In accordance with Virginia §16.1-260 the Intake Officer must do the following when diverting a case:
  - Develop a plan which may include sanctions or services
  - Create an official record of the action taken and file it with the juvenile's intake record
  - Advise the juvenile, parent (other) and complainant that any subsequent complaint alleging that the child is in need of supervision or delinquent will result in the filing of a petition with the court.
- Monitor compliance
- Code allows us to work with truancy cases for up to 90 days and up to 120 days for other types of cases
- A petition will be filed on non-compliant cases

# Primary CSU Diversion Programs

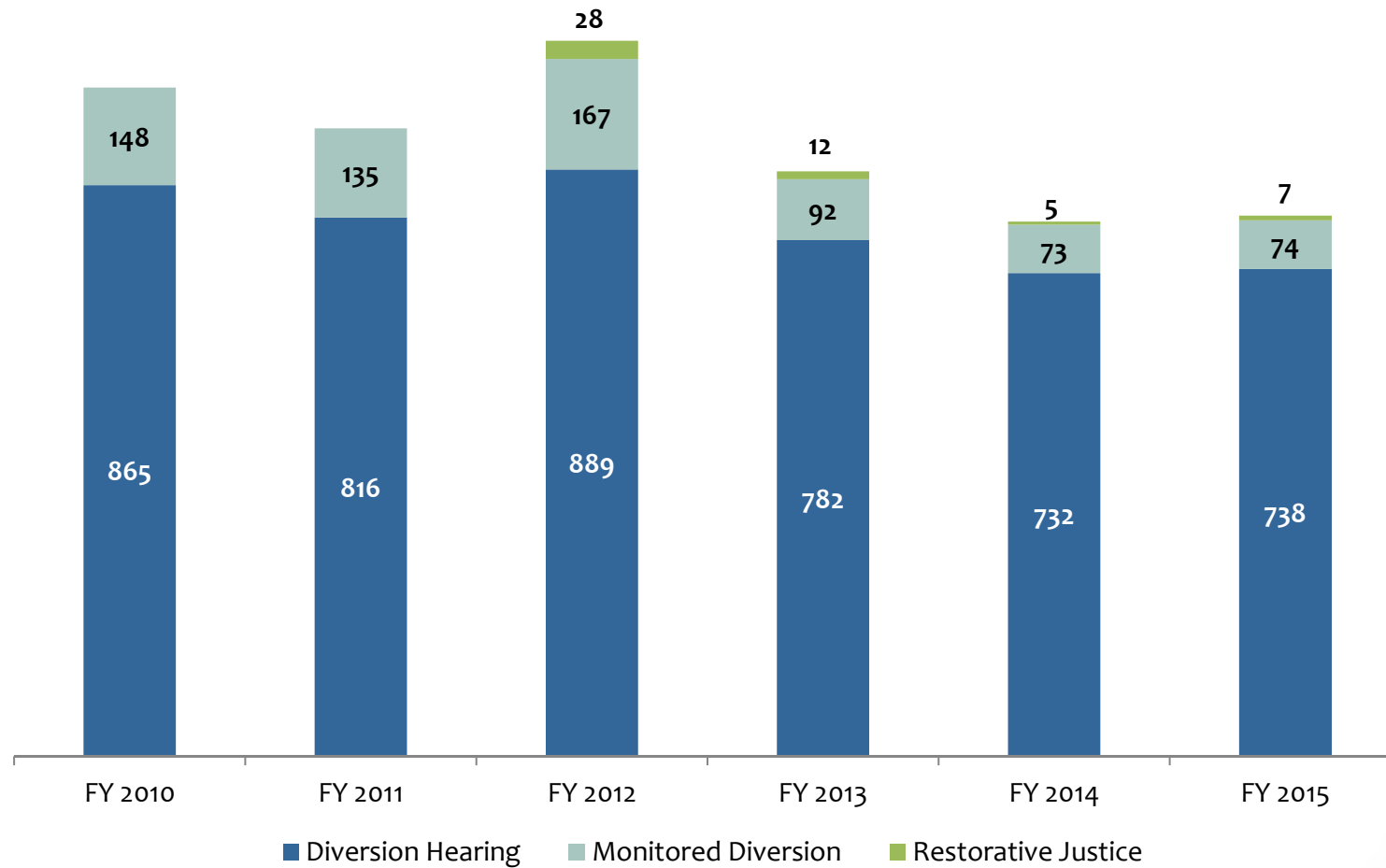
- Diversion Hearings
- Monitored Diversion
- Alternative Accountability Program

## Percentage of Youth Diverted Compared to All Youth Charged with Delinquency or Status Offenses



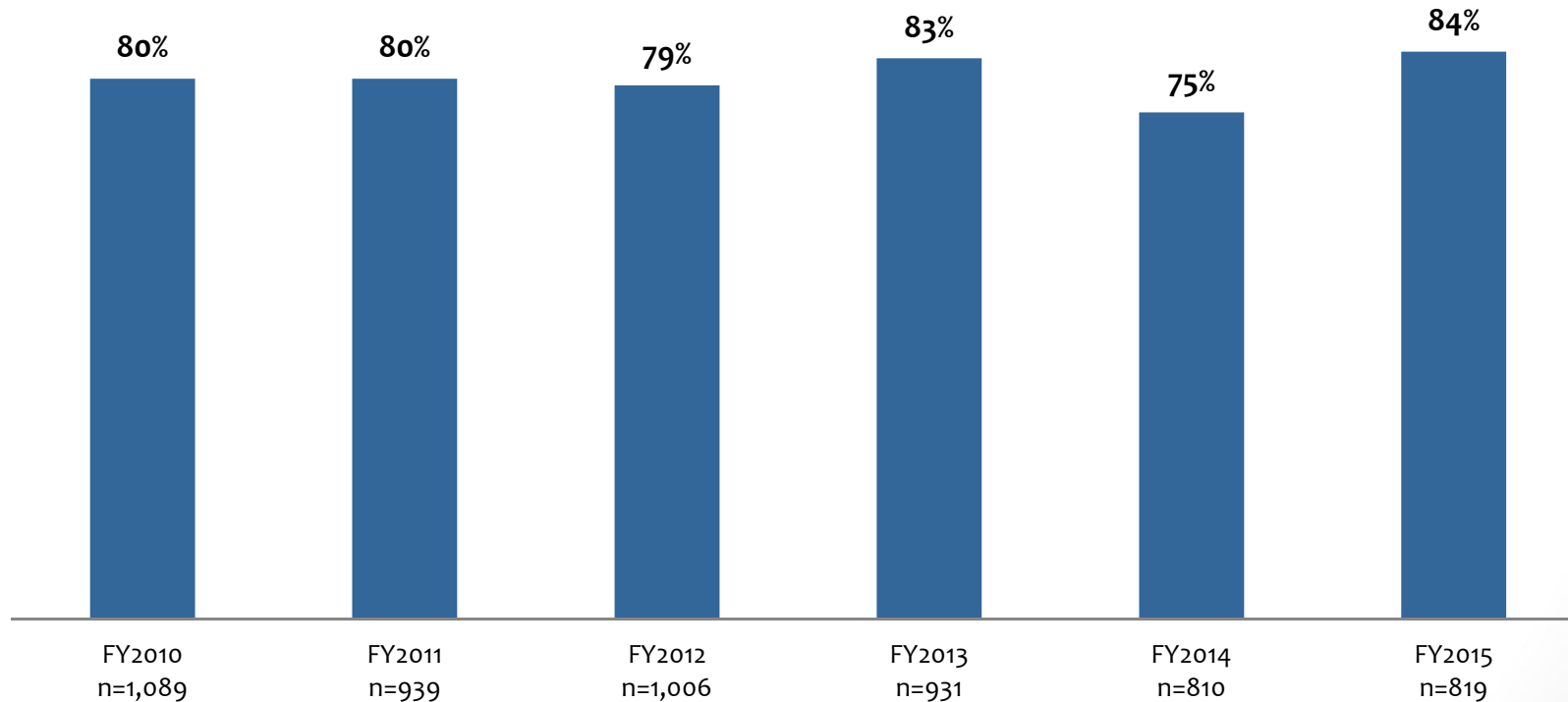
Percentage represents Monitored Diversion, Diversion Hearing, and Restorative Justice cases. Does not represent cases which are diverted to other informal actions.

# Number of Youth Placed on Diversion



# Diversion Hearing and Monitored Diversion Outcomes

**Percent of Clients Who Successfully Completed Diversion and Avoided a Criminal Record**



# Challenges to Diversion Implementation

- System alignment
- Culture shift
- Resistance to change
- Legal issues
- Data sharing
- Racial and ethnic disparity

# Next Steps:

## Georgetown Diversion Capstone Projects

- **Community Alternative Accountability Program**
  - Based on restorative justice model
  - Includes partners from CSU, FCPD, FCPS, NCS and community partner Northern Virginia Mediation Services
  - Provides police officers a non-court community alternative to charging youth with eligible offenses
  - Now operating at Mount Vernon, Franconia and West Springfield stations.
  - Available to School Resource Officers at all schools
- **CSU Intake Diversion Assessment Pilot**
  - Based on risk-need-responsivity principle (RNR)
  - Assessments for risk to reoffend and mental health needs given to all youth in the pilot
  - Response of CSU based on results of assessments
  - Aim to divert low risk offenders out of the system
  - Ongoing evaluation over the next year



# Connection to Fairfax County's Diversion First Initiative

## Georgetown University Diversion Project

Community Alternative  
Accountability Program

CSU Intake Diversion  
Assessment Pilot

**DIVERSION  
FIRST**

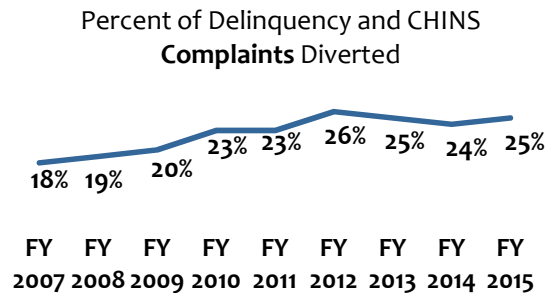


THE COURT SERVICE UNIT OF THE  
Fairfax County Juvenile & Domestic Relations District Court  
FAIRFAX COUNTY, VIRGINIA

## Juvenile Justice Diversion Programs

### Background

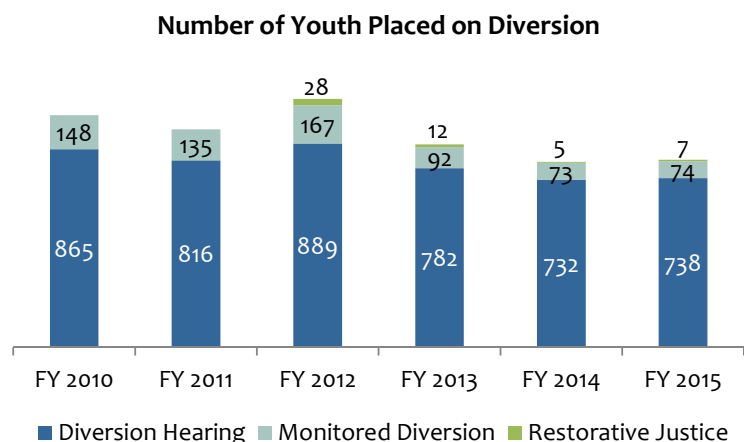
Current research in juvenile justice indicates that diverting youth from formal juvenile justice processing, when appropriate, leads to better long-term outcomes for youth. For most youth, diversion programming is more effective at addressing delinquent behavior than formal court processing and diversion programming is also less costly and provides youth the opportunity to correct behavior while remaining in the community. In addition, racial and ethnic disparity among minority youth (DMC) stubbornly persists within the Fairfax County juvenile justice system, especially at the referral stage. Increasing diversion of minority youth into appropriate services can help to address the DMC problem. The JDRDC Court Service Unit (CSU) has had diversion programming since the 1970s. Over the past decade, the CSU has increased efforts to divert youth from official juvenile justice process while still holding them accountable for their behavior.



### Court Services Unit Diversion Programs

Intake officers can divert youth from formal court processing in a number of ways including referral to more appropriate programs and informal counseling at intake. The CSU has three formal diversion alternatives.

**Diversion Hearings** require the juvenile and his or her parent or guardian to meet with a hearing officer and the complainant. The hearing officer explains the diversion process and the pending criminal complaint. After the complainant provides an account of the events, the situation is discussed. Juveniles must accept responsibility officially for the offense in question. The hearing officer imposes sanctions appropriate for the offense and the juvenile has ninety days to comply. The case is then successfully closed in ninety days if the juvenile has complied and has had no further violations filed against him or her. A completion letter is mailed to the family, indicating that the diversion case has been successfully closed.



**Monitored Diversion** - Truancy complaints and certain criminal charges that, because of the nature of the offense or the juvenile's general behavior, warrant heightened intervention are referred for *monitored diversion*. The case is assigned to a monitored diversion counselor (similar to a probation officer) to work with the family to assess the juvenile's needs. The juvenile may be required to participate in an appropriate

educational or treatment program, possibly in appropriate services, or to complete sanctions. The monitored diversion counselor will meet with the juvenile and/or his or her family once weekly for 90 days to provide additional supervision and support.

**Restorative Justice** is a victim-centered approach that allows those most affected by a crime to come face-to-face in a facilitated conversation in which the offenders assume responsibility for their actions and the victims/stakeholders assume an active role in determining the outcomes of the cases. In order for the offender to participate in the restorative justice process, victims must be willing to participate and take an active role in the process. Once an agreement is reached offenders have 90 days to complete the agreed upon sanctions which could include community service, restitution, or other sanctions.

**CSU Diversion Dispositions\*** may include:

Community Service	Informal House Arrest
Restitution	Drug & Alcohol Services
Letter of Apology	Victim Impact Class
Restricted Curfew	Mental Health Counseling
Shoplifter Program	Anger Management
Girls Circle Groups	
Participation in Changing Lives Through Literature	

## CSU Diversion Program Outcomes

Over three quarters of diverted youth successfully completed the diversion program, complying with the sanctions or case plan, and receiving no new criminal or status offense charges *during* the 90 days of the program.



## Interagency Diversion Efforts

Different groups refer youth to the juvenile justice system, including the police and the school system and diversion efforts can exist in these arenas as well. Both the Fairfax County Police Department (FCPD) and the Fairfax County Public Schools (FCPS) have practices and programs that address problem behavior without involving juvenile intake. Similarly, for the past several years, the Fairfax County JDRDC Court Service Unit (CSU) has placed greater emphasis on diversion and expanding formal diversion options available within the agency. In the past, these systems were most likely to operate in isolation or, sometimes as adversaries, rather than coordinating diversion efforts.

More recently, these systems have begun to work together along with other human services and community agencies in the county to build a youth-services system that supports the County's vision of successful children and youth. These broader conversations have led to increased collaboration around diverting youth from the juvenile

justice system. The CSU, the FCPS, and the FCPD have formed a **Juvenile Diversion Planning Team** that applied for and was accepted into the Georgetown University Diversion Certificate Program. The goals the Team hopes to achieve during the Certificate Program include:

- Developing a collective, overarching vision and philosophy for juvenile justice diversion programming within Fairfax County (or at least among the three systems)
- Within the overarching vision, identifying the specific diversion roles for the CSU, the FCPS, and the FCPD
- Developing a 'system map' that will illustrate how the existing diversion pieces in the three systems fit together and highlight areas where gaps may exist
- Identifying diversion approaches that will more successfully address the persistent disproportionate minority contact occurring at the referral stage of the juvenile justice system
- Identifying evidence based diversion approaches that have been successful in similar communities
- Identifying decision-making tools that can be used by CSU intake staff to ensure that diverted youth are consistently assigned to appropriate services.

This project provides a forum for the agencies to work together to craft a more coordinated system of diversion options in the county.

**Community Restorative Justice Program:** Fairfax County officials representing the CSU, FCPD, FCPS, Fairfax County Department of Neighborhood and Community Services (NCS) and local nonprofit Northern Virginia Mediation Service are collaborating on a *Community Restorative Justice Program* to increase the use of the restorative justice processes for select incidents committed by juveniles in the schools and the community prior to juvenile justice involvement. This program is unique in that it brings together four public agencies and a community organization to respond jointly to some of the most critical issues involving youth in our region.

Restorative justice is a victim-centered response to crime and wrongdoing that focuses on victim needs as related to the harm caused by the incident. Young offenders are held accountable by direct involvement in repairing the harm they caused to the victim, to the community and to themselves and their families. Restorative justice processes increase victim satisfaction with the justice process by giving victims a voice in the outcome and by reducing the incidence of re-offense.

Restorative justice has been in use in FCPS for over seven years and in the CSU for four years. The Community Restorative Justice Program will strengthen and expand efforts already in place in various programs in Fairfax County, including the FCPD as a new partner. The program aims to address critical issues including racial and ethnic disparity in discipline and justice proceedings, bullying, internet crimes and the school-to-prison pipeline experienced by some youth who engage in criminal activities at an early age. These topics present challenges nationally, regionally and locally, and Fairfax County is stepping up efforts to address them here in our communities.

### **\*CSU Diversion Disposition Details**

Since 2005, the array of disposition options has grown by taking advantage of the county's contractual agreements with private vendors. Programs such as the Youth Educational Shoplifting (YES) Program, Calvary Counseling. Those two shoplifter offender programs have increased the quantity and quality of the options without adding additional expense to the county. These partnerships foster shared collaboration between the CSU, other county

agencies, and the community that result in better services for juveniles and increase community participation. The CSU provides the overall coordination of diversion dispositions such as:

- Anger Management - Eight-session program that helps offenders define, explore, develop, recognize signs, and learn coping skills to reduce anger.
- Parents' Support Group - A walk-in group with no registration necessary; for parents and custodians of adolescents seeking help, looking for information, gaining insight, or regaining control of a child.
- The Parent Project – a ten-week series classes designed to enhance parenting skills related to connecting with youth and regulating youth behavior. The group is held four times per year at various locations throughout the county.
- Family Communication Group - A three-week group plus a private session with a family counselor for families of domestic assault seeking assistance with a child and hoping to improve communication within the family.
- Victim Impact - A two-week class teach offenders about the human consequences of criminal behavior.
- Community Service Board (CSB) - Diversion 101; Alcohol and Drug Services (ADS):
  - The CSB provides services for individuals of all ages who have substance use disorders with a focus on alcohol and drug awareness and healthy teen relationships.
- Fairfax County Public Library - Changing Lives Through Literature (CLTL):
  - Joint project with the court's Diversion Program and the Fairfax County Public Library
  - Ten-session, small-group discussions with other young offenders, a facilitator, and a court representative
  - Program uses literature as the basis for thoughtful discussion to stimulate understanding and critical thinking for better life choices
  - Meetings are scheduled within a library setting to suggest/welcome an avenue for further exploration and integration into the community.
- Fairfax County Fire Department – FIRESTOP:
  - Three mandatory classes about myths, realities, consequences, responsibilities, enforcement, and life issues of fire behavior
- Fairfax County Sheriff's Office – Teen Awareness Program (TAP) Jail Tour:
  - Juveniles and parents tour the Adult Detention Center to witness and hear first-hand the effects of making a right decision versus making a wrong decision.
- Fairfax County Alcohol Safety Action Program – Substance-/Alcohol-Focused Education (SAFE):
  - Substance-/alcohol-focused education that includes four components:
    - Orientation/screening
    - Medical examiner presentation
    - Trauma center visit
    - Workshop with parents
- Youth Educational Shoplifting (YES) Program
  - Participants complete an interactive home-study program and attend a one-day workshop.
  - Program is designed to assist juveniles in identifying the feelings, thoughts, and actions that resulted in them shoplifting and assists them in making better choices for themselves and their future.
- Calvary Counseling (Therapeutic Intervention Program (TIP))

- Offers juveniles and their parents a comprehensive cognitive-based program designed to assist offenders in examining behavior, attitude, and actions
- A family assessment is completed to provide the family with insight on how to aid the child in identifying positive change



# County of Fairfax, Virginia

To protect and enrich the quality of life for the people, neighborhoods and diverse communities of Fairfax County

**July 30, 2015**

## **ANNOUNCEMENT OF JUVENILE & DOMESTIC RELATIONS DISTRICT COURT SERVICES UNIT IMPLEMENTATION OF DIVERSION PILOT FOR JUVENILES**

Staff of the Court Services Unit (CSU), Fairfax County Police Department, and Fairfax County Public Schools has recently been selected as new members of the Center for Juvenile Justice Reform, CJJR, Fellows Network, located at Georgetown University based on approval of their capstone project. The project is focused on juvenile diversion.

“The Fairfax County team is collaborating with multiple partner agencies to reduce ethnic and racial disparity in the juvenile justice system,” said Shay Bilchik, Director of CJJR. “The key components of the project include developing a Community Restorative Justice Program and redesigning the juvenile intake process to incorporate diversion. This project has the potential to ensure that youth’s risks and needs are accurately identified and addressed while at the same time ensuring public safety.”

The CSU will be piloting a new intake process for juvenile complaints beginning August 1. A specific group of intake officers throughout the CSU will be conducting intake assessments of all complaints using evidence based tools and a decision making matrix to guide the determination of diversion in lieu of a petition, and what specific program/services match the juvenile and families’ needs. This process will require interviews of juveniles and families in cases eligible for diversion prior to an intake decision. The pilot will run approximately one year and the data will help ensure the intake process meets the goal of the project.

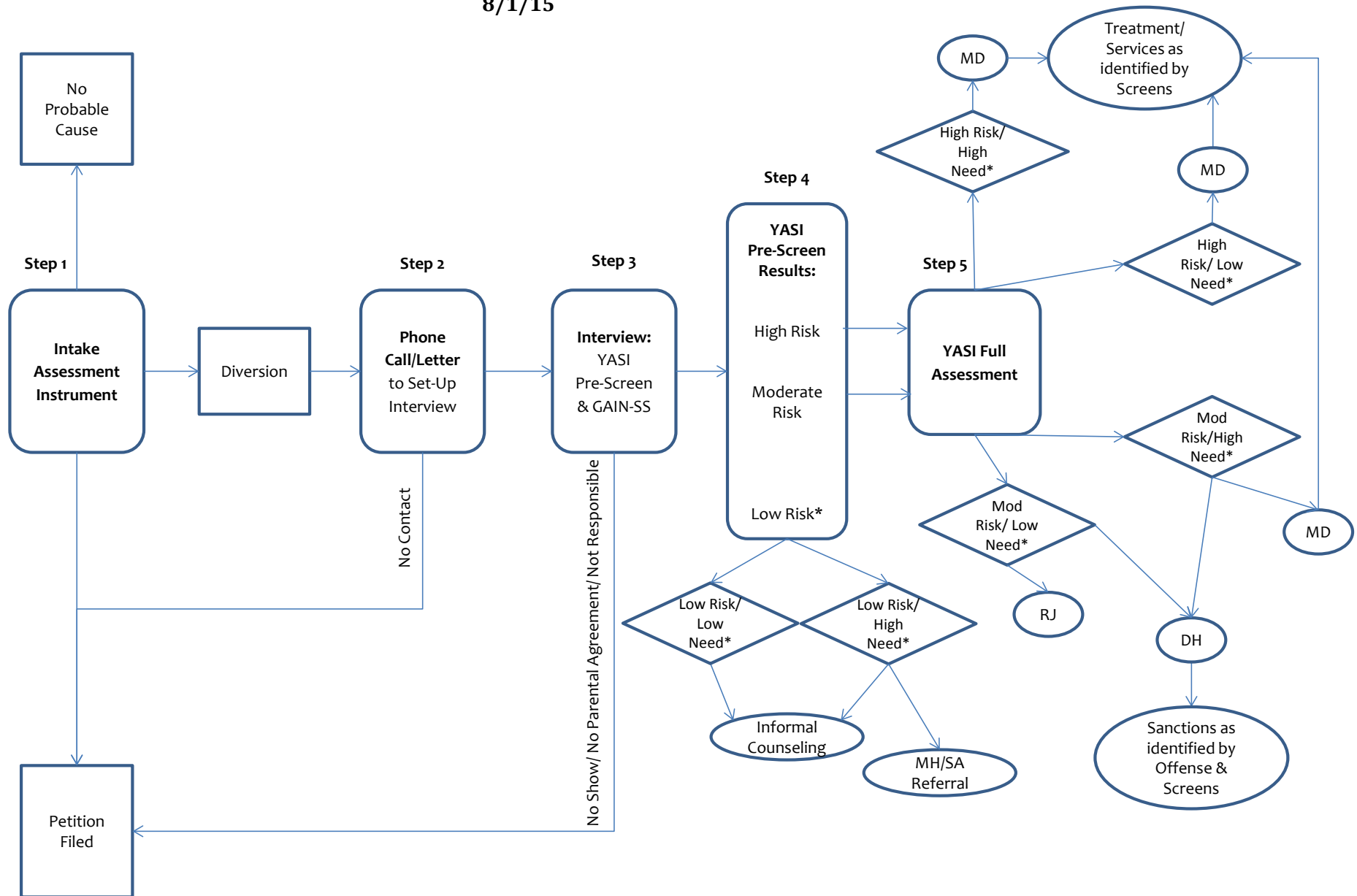
The team and its partners, Fairfax County Neighborhood and Community Services and Northern VA Mediation Service, have been providing guidance on the implementation of a Community Restorative Justice program to all School Resource Officers, and to officers at the Mount Vernon District Station. The team will be expanding the program to the Franconia and West Springfield District Stations September 1. The Restorative Justice program has a new name, Alternative Accountability Program (AAP), Repairing the Harm from Youth Offenses in the Community. AAP will continue to be a primary option for SROs and Patrol Officers to consider for eligible cases in lieu of filing a complaint at intake.

For further information regarding this pilot and project contact James McCarron, Deputy Director, Probation Services, JDRDC, at 703-246-3343.

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**Juvenile and Domestic Relations District Court  
Administrative Services  
Robert A. Bermingham Jr. Director, Court Services  
James McCarron, Director, Probation Services  
Dennis Fee, Director, Residential Services  
4110 Chain Bridge Road, Suite 201  
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703-246-3343, TTY 703-273-3713, Fax 703-385-5964  
[www.fairfaxcounty.gov/courts/jdr](http://www.fairfaxcounty.gov/courts/jdr)**

# **Diversion Assessment Decision Tree** 8/1/15



RJ = Restorative Justice  
DH = Diversion Hearing  
MD = Monitored Diversion

\*Restitution can be applied at any level when appropriate.



**JUVENILE AND DOMESTIC RELATIONS DISTRICT COURT  
NINETEENTH JUDICIAL DISTRICT, FAIRFAX COUNTY, VIRGINIA**

***Intake Screening Instrument***

Name: \_\_\_\_\_ DOB: \_\_\_\_\_ Age: \_\_\_\_\_  
*First Name* *Middle Name* *Last Name*

Sex: ☐ Male ☐ Female Race: ☐ White ☐ Black ☐ Asian or Pacific Islander

JTS: \_\_\_\_\_ ☐ American Indian or Alaskan Native ☐ Other

ICN: \_\_\_\_\_ Hispanic: ☐ Yes ☐ No

Intake Date: \_\_\_\_\_ Offense Date: \_\_\_\_\_

Intake Officer: \_\_\_\_\_

Type: ☐ Walk-in ☐ Child in Custody ☐ Fax ☐ Appointment ☐ Post-D Intake or FTA

Complainant: ☐ Police/SRO ☐ School Personnel ☐ Store Security ☐ Other: \_\_\_\_\_

Substation: ☐ Parent ☐ Citizen

**I-Probable Cause:** ..... ☐ Yes ☐ No

If no probable cause, STOP HERE

**II-Eligible for Diversion** ☐ Yes ☐ No, check all that apply - ☐ Prior Diversion ☐ Prior Truancy complaint

☐ Prior/Current court involvement for criminal matter ☐ On the run

☐ Under court supervision ☐ Child in custody with no release

☐ Felony against a Person ☐ DMV reportable Offense ☐ Gang charge(s)

☐ Distribution charge(s) ☐ Firearm charge(s)

☐ Excessive charges (>3) ☐ Excessive Restitution (>\$500)

If not eligible for diversion, STOP HERE

**III-Prescreening by Code/Policy** ... Total # of Complaints in Intake: \_\_\_\_\_

*More than 3 complaints, or complains not listed below require **Supervisory Approval** for Diversion.*

Check all complaints involved in Juvenile's Intake. Below is a list of the most common charges eligible for Diversion – not all Class I Misdemeanors are listed. Use "Other" if charge does not appear on the list.

- |  |  |  |   |
|--|--|--|---|
| <input type="checkbox"/> Alcohol – DIP             | <input type="checkbox"/> Destruction of Property | <input type="checkbox"/> Littering*              | <input type="checkbox"/> Possession/Distribution  |
| <input type="checkbox"/> Alcohol – Possession      | <input type="checkbox"/> Disorderly Conduct      | <input type="checkbox"/> Obstruction of Justice  | <input type="checkbox"/> Produce Obscene Material |
| <input type="checkbox"/> Arson (misdemeanor)       | <input type="checkbox"/> Disruption of School    | <input type="checkbox"/> Pandering               | <input type="checkbox"/> Shoot/Throw Missile      |
| <input type="checkbox"/> Assault                   | <input type="checkbox"/> Domestic Assault        | <input type="checkbox"/> Petit Larceny           | <input type="checkbox"/> Shoplifting              |
| <input type="checkbox"/> Brandish Pneumatic Gun    | <input type="checkbox"/> Embezzlement            | <input type="checkbox"/> Possession of Fraud.ID  | <input type="checkbox"/> Tampering                |
| <input type="checkbox"/> CHINS – Runaway           | <input type="checkbox"/> False Alarm             | <input type="checkbox"/> Possession of Marijuana | <input type="checkbox"/> Telephone Abuse          |
| <input type="checkbox"/> CHINS – Truancy           | <input type="checkbox"/> False ID to LEO         | <input type="checkbox"/> Possession of Scheduled | <input type="checkbox"/> Trespassing              |
| <input type="checkbox"/> Check Fraud               | <input type="checkbox"/> False Report            | <input type="checkbox"/> Substance (III or IV)   | <input type="checkbox"/> Unauthorized Use         |
| <input type="checkbox"/> Computer Harassment       | <input type="checkbox"/> Forgery                 | <input type="checkbox"/> Possession of Tobacco*  | <input type="checkbox"/> Unlawful Entry           |
| <input type="checkbox"/> Concealed Weapon          | <input type="checkbox"/> Grand Larceny           | <input type="checkbox"/> Possession of Fireworks | <input type="checkbox"/> Unlawful Videotaping /   |
| <input type="checkbox"/> Credit Card – Fraud/Theft | <input type="checkbox"/> Indecent Exposure       | <input type="checkbox"/> Possession/Receive      | <input type="checkbox"/> Photographing            |
| <input type="checkbox"/> Curse & Abuse             | <input type="checkbox"/> Inhale Drug/Chemical    | <input type="checkbox"/> Stolen Property         | <input type="checkbox"/> Other: _____             |

***Reminder: Notify Petitioner of the Intake Decision.***

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**IV-Intake Decision:** ... ☐ Diversion  
(must conduct Prescreen) ☐ File Petition..... ☐ Defendant/Parent chooses court  
☐ Does not accept responsibility  
☐ Ineligible for diversion

\* If only charge is Littering and/or Tobacco, do not complete YASI. If there is another charge in addition to Littering and/or Tobacco, continue with YASI Pre-Screen.

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**V-Assessment Results:** Officer conducting YASI Assessment:

**YASI Pre-Screen** - If YASI prescreen results = Moderate to High - conduct full YASI....

Overall Risk: Low

Protective: Low

Social History: Low

Legal History: Low

Areas contributing to Risk: ☐ Legal History ☐ Community & Peers ☐ Aggression  
☐ Family ☐ Alcohol/Drugs ☐ Attitudes  
☐ School ☐ Mental Health ☐ Skills

GAINS results: Low (0) ....

**YASI Full-Screen** –

Risk - Overall: Low

Dynamic: Low

Static: Low

Protective - Overall: Low

Dynamic: Low

Static: Low

Areas of Need: 1. Legal History: Low 6. Mental Health: Low  
2. Family: Low 7. Aggression: Low  
3. School: Low 8. Attitudes: Low  
4. Community/Peers: Low 9. Skills: Low  
5. Alcohol/Drugs: Low 10. Employment/Free Time: Low

**V-Diversion Decisions:**

☐ Restorative Justice (07) ☐ Resolved w/out court action (01, 04, 05)  
☐ Monitored Diversion (07) ☐ Diversion Hearing (07)

Explanation for type of diversion chosen:

☐ Petitioner Notified of Decision Date: \_\_\_\_\_

☐ Any Override?\*\* Supervisor Approval: \_\_\_\_\_  
Explanation: \_\_\_\_\_

Notes/Comments:

\*\* No overrides available during pilot phase of assessment.